NORFOLK, VIRGINIA

ACTION OF THE COUNCIL

CITY COUNCIL MEETING

TUESDAY, FEBRUARY 23, 2016 - 7:00 P.M.

President Fraim called the meeting to order at 7:00 p.m.

The opening prayer was offered by Councilman Paul Riddick, followed by the Pledge of Allegiance.

The following members were present: Mrs. Graves, Mrs. Johnson, Mr. Protogyrou, Mr. Riddick, Mr. Smigiel, Dr. Whibley, Mr. Winn and Mr. Fraim.

President Fraim moved to dispense with the reading of the minutes of the previous meeting.

Motion adopted.

Yes: Graves, Johnson, Riddick, Protogyrou, Smigiel, Whibley, Winn and Fraim.

No: None.

CERTIFICATION OF CLOSED MEETING

A Resolution entitled, "A Resolution certifying a closed meeting of the Council of the City of Norfolk in accordance with the provisions of the Virginia Freedom of Information Act," was introduced in writing and read by its title.

ACTION: The Resolution as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Riddick, Protogyrou, Smigiel, Whibley, Winn and Fraim.

INVITATION TO BID

IB-1

INVITATION TO BID scheduled this day pursuant under State Law, public notice having been inserted in the local press by the City Clerk to accept bids for a Long-Term Garage Parking Agreement, with a term of approximately eleven years and six months for 1,600 to 2,000 parking spaces in the City of Norfolk in Fountain Park Garage located at 130 Bank Street, MacArthur Center North and MacArthur Center South Garages located at 500 E. City Hall Avenue, Bank Street Garage located at 441 Bank Street, and Freemason Street Garage located at 161 Freemason Street.

One bid was submitted by <u>City Walk Two, LLC</u> that was opened, numbered and read.

Thereupon, An Ordinance entitled, "An Ordinance accepting the Bid submitted by <u>City Walk Two, LLC</u> for a <u>Long Term Garage Parking Agreement</u>, with a term of approximately eleven years and six months for the lease of 1,600 to 2,000 parking spaces in the City of Norfolk in Fountain Park Garage located at 130 Bank Street, MacArthur Center North and MacArthur Center South Garages located at 500 E. City Hall Avenue, Bank Street Garage located at 441 Bank Street, and Freemason Street Garage located at 161 Freemason Street," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective March 25, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

PUBLIC HEARINGS

PH-1

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, on the application of **Brock Ventures, Inc.**, for an amendment to the future land use designation in the General Plan, *plaNorfolk2030*, from Institutional to Multifamily and for a change of zoning from IN-1 (Institutional) District to R-13 (Moderately High Density Multi-Family) District on property located at **435 Virginia Avenue**.

(The Administration requested this matter be continued.)

ACTION: Continued to April 26, 2015.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

No: None.

PH-2

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, on the application of **The Auto Connection**, for a change of zoning from R-8 (Single-Family) District to Conditional C-2 (Corridor Commercial) District on an approximately 80-foot by 125-foot portion of the property located to the northwest of the site on property located at **6336-6352 E. Virginia Beach Boulevard**.

Sam Baraki, agent for the applicant, 800 Juniper Crescent, was present to answer questions.

Thereupon, An Ordinance entitled, "An Ordinance to rezone a portion of the property located at **6336 to 6352 East Virginia Beach Boulevard** from R-8 (Single-Family Residential) District to Conditional C-2 (Corridor Commercial) District," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

PH-2A

Thereupon, An Ordinance entitled, "An Ordinance granting a Special Exception to operate an automobile sales and service establishment named "Auto Connection" on property located at 6336 to 6352 East Virginia Beach Boulevard," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

No: None.

PH-3

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, on the application of the **City Planning Commission**, for a zoning Text Amendment to permit, by special exception, any one use listed in Table 4-A or Table 6-A of the *Zoning Ordinance of the City of Norfolk*, 1992, as amended, in a building which has been designated as a **Norfolk Historic Landmark** under Chapter 9 of the *Zoning Ordinance*, even when the use does not appear on the use table for the zoning district in which the building is located.

Thereupon, An Ordinance entitled, "An Ordinance to amend **Section 9-2.3** of the **Zoning Ordinance** to the <u>City of Norfolk, 1992</u>, **SO AS TO** permit, by **Special Exception**, any one use listed in **Table 4-A or Table 6-A** of the Zoning Ordinance in a building which has been designated as a **Norfolk Historic Landmark**," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was adopted, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

PH-4

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, on the application of the City Planning Commission, to amend plaNorfolk2030 so as to adopt the Coastal Character District with associated actions and for a zoning Text Amendment to Section 2-3, "Definitions," Table 4-B, "Yard Requirements in Residential Districts," Section 15-4, "Motor vehicle parking design standards," Table 15-A, "Table of Minimum Parking Requirements," and Table 15-B, "Table of Bicycle Parking Requirements," of the Zoning Ordinance of the City of Norfolk, 1992 as amended, to define "Character District, Coastal," to amend the zoning map to adopt the Coastal Character District boundaries and to amend various development and design standards within the district.

Ellis James, 2021 Kenlake Place, stated that he is supporting the Planning Commission for the amendment to *plaNorfolk2030*. He also mentioned that the plan contains a number of things helpful to the Costal District and was happy to see that bicycles were included. He urged Council to vote for this change.

Thereupon, An Ordinance entitled, "An Ordinance to establish the boundaries of the **Coastal Character District** for purposes of applying provisions of the **Zoning Ordinance of the City of Norfolk, 1992**," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

No: None.

PH-4A

Thereupon, An Ordinance entitled, "An Ordinance to amend the **Zoning Ordinance of the City of Norfolk, 1992**, in order to add a definition for **"Coastal Character District"** and to indicate which provisions relating to parking requirements and minimum required yards will apply in that **Character District**," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

PH-4B

Thereupon, An Ordinance entitled, "An Ordinance to amend the City's General Plan *planorfolk2030*, **SO AS TO** establish a new **Character District** known as the **"Coastal Character District"** in the **Ocean View** area of the City," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

No: None.

PH-5

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, to hear comments on an Ordinance to amend and reordain Sections 1 and 2 of the **Capital Improvement Program Budget** and to add a new Section 3 to the Capital Improvement Program Budget for the fiscal year 2016 to finance **Economic Development Authority** costs in the amount of \$14,500,000 related to the conversion of the former **J.C. Penney** store at Military Circle to an office building.

Thereupon, An Ordinance entitled, "An Ordinance to amend and reordain Sections 1 and 2 of the **Capital Improvement Program Budget** and to add a new Section 3 to the **Capital Improvement Program Budget** for the fiscal year 2016 to finance **Economic Development Authority** costs in the amount of \$14,500,000 related to the conversion of the former **J.C. Penney** store at Military Circle to an office building," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

PH-6

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, to hear comments on **The Economic Development Authority of the City of Norfolk's** (the "EDA") issuance of up to \$14,500,000 in Notes (the "EDA Notes") to finance, in whole or in part, certain costs of the EDA related to the acquiring, constructing and equipping of the former **J.C. Penney** store at the **Gallery at Military Circle** and the property related thereto and the costs of issuing the EDA Notes.

Thereupon, An Ordinance entitled, "An Ordinance authorizing the City of Norfolk to enter into a **Cooperation Agreement** to provide for the payment of notes issued by the **Economic Development Authority** and to pledge the City's full faith and credit in connection therewith," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

No: None.

PH-7

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, to hear comments on the City's issuance of up to \$8,000,000 in **Wastewater System Revenue Bonds** (the "Wastewater Revenue Bonds") to finance, with respect to the City's wastewater system, certain costs of acquiring, constructing and equipping capital improvements for which bond proceeds have been appropriated pursuant to the City's Capital Improvement Plan.

Ellis James, 2021 Kenlake Place, asked Council if he could also speak for PH-8 as well. He stated that he supports these bonds because they are extremely important and that he urges Council to vote yes.

Thereupon, An Ordinance entitled, "An Ordinance authorizing the issuance and sale by the City of Norfolk, Virginia, **Wastewater System Revenue Bonds**," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

No: None.

PH-8

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, to hear comments on the City's issuance of up to \$3,000,000 in General Obligation Storm Water System Bonds (the "General Obligation Bonds") to finance, with respect to the City's storm water system, certain costs of acquiring, constructing and equipping capital improvements for which bond proceeds have been appropriated pursuant to the City's Capital Improvement Plan.

Thereupon, An Ordinance entitled, "An Ordinance authorizing the issuance and sale by the City of Norfolk, Virginia, **General Obligation Bonds for Storm Water Improvements**," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

No: None.

PH-9

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, to hear comments on an Ordinance authorizing the vacation and release by the City of Norfolk to City Walk Two, LLC, those certain two pedestrian access easements located on and running through the Two Commercial Place Building.

Thereupon, An Ordinance entitled, "An Ordinance authorizing the vacation and release by the City of Norfolk to City Walk Two, LLC, those certain two pedestrian access easements located on and running through the Two Commercial Place Building; and authorizing the City Manager to execute and deliver Deeds of Release on behalf of the City and to do all of the things necessary and proper to effect the vacation and release of said Pedestrian Access Easements," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective March 25, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

PH-10

PUBLIC HEARING scheduled this day under the State law, public notice having been inserted in the local press by the City Clerk, to hear comments on an Ordinance authorizing an Amendment to the Lease between the City of Norfolk and **The Muddy Paws Grooming and Retail Store, LLC** for that certain property located at **400 Granby Street, Suite North B**.

Thereupon, An Ordinance entitled, "An Ordinance authorizing an Amendment to the Lease between the City of Norfolk and **The Muddy Paws Grooming and Retail Store, LLC** for that certain property located at **400 Granby Street, Suite North B** and authorizing the City Manager to execute the Amendment on behalf of the City of Norfolk," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective March 25, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

No: None.

CONSENT AGENDA

C-1

Letter from the City Manager advising, in accordance with Chapter 33.1-41 of the Norfolk City Code, of emergency/sole source procurement during Hurricane Joaquin with the Department of Public Works.

ACTION: Received and filed.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and

Fraim.

REGULAR AGENDA

R-1

Matter of a letter from the City Manager and an Ordinance entitled, "An Ordinance granting a **Special Exception** authorizing the operation of an entertainment establishment with alcoholic beverages known as 'Elegant Occasions by Krista' on property located at **9605 Granby Street**," was introduced in writing and read by its title.

(Passed by at the meeting of February 9, 2016)

Krista Hines, 9605 Granby Street, the applicant, stated that she had met with the Planning Department on three occasions to discuss the process and was never told the building is located in an Accident Potential Zone (APZ). It wasn't until late December that she received an email stating that they needed to withdraw their application and that they would be refunded back their money. She and others met with the Planning Department and Navy, it was stated that due to the lack of education and communications between both parties the ball was dropped on this issue.

Capt Douglas Beaver, Commanding Officer, Naval Station Navy, 1530 Gilbert Street, Bldg., N-26, Ste., 2000, spoke in opposition to this matter, stating that the Banquet Hall is located 1.5 miles from the Chambers Airfield, Accident Potential Zone (APZ) and departure corridor. A study was done called AICUZ in association with Chambers Field, which included a Joint Land Use Study with Norfolk, Chesapeake and Virginia Beach for compatible use in the vicinity of military installations. In 2013 the City's plaNorfolk2030 was introduced, does not support an increase of intensity of use in incompatible zones. The AICUZ plan was incorporated into the City's plaNorfolk2030 to minimize intensity of use. He stated that the Navy supports the City's Comprehensive Plan.

The following persons spoke in support of the applicant:

Alphonso Albert, 1017 Godfrey Street, Chris Collins, 7526 Merritt Street, Howard Le'Melle, II, 2650 Middle Street, Jen Stringer, 8834 Granby Street, Michael Shipp, 407 Sinclair Street.

The following proponents were present, but did not speak.

Priscilla Rogers and Quentin Rogers, 5309 Libertyville Road, Chesapeake, VA, Christina and Annie Collins, 7526 Merritt Street, Donnessia Boone, 2510 Rock Creek Drive, Fannie Harrison, 924 Elm Ct., Isaac Butts, 905 Liberty Street, Portsmouth, Presalee Collins, 1420 Hunningdon Woods Blvd., Chesapeake, VA, Delores and P. J. Collins, 512 Nelson Street, Joseph Romondt and Irma Wiggins, 6600 Chesapeake Blvd., Apt #G5, Monquez Hunter, 144 Kennet Drive, Anita Hicks, 3432 Nansemond Pkwy., both of Suffolk, VA, Zena and Jerome Brown, 5526 Brickell Road, Carol Collins, 4008 River Breeze Circle, Chesapeake, VA, Janet Hairston, 900 County Street Apt #325, Emoline Cooper, 1 Dewy Street, Portsmouth, VA, Vernett Southall, 4005 Spring Meadow Crescent, Amy Clemons, P.O. Box 10756, Delisa Mackey, 2308 Tawnyberry Lane, Chesapeake, VA, Christina Whitfield, 2709 Myrtle Avenue, Keith Collins, 1416 Hunningdon Woods Drive, Chesapeake, VA, Keith Hines, 4008 River Breeze, Chesapeake, VA.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel and Whibley.

No: Winn and Fraim.

R-2

Matter of a letter from the City Manager and an Ordinance entitled, "An Ordinance granting a **Special Exception** to permit the operation of a Commercial Drive-Through for 'Chartway Federal Credit Union' on property located at **132 Kempsville Road**," was introduced in writing and read by its title.

(Passed by at the meeting of February 9, 2016)

John Richardson, the attorney, 2101 Parks Avenue, Virginia Beach, VA, asked Council for their consideration for a positive vote to build the flag ship branch and that he has consulted with the engineers to meet the requirements.

The following proponents were present to answer questions.

John Blum, 160 Newtown Road, Norfolk, VA, Scott Chewning, the engineer, 132 Kempsville Road and Eugene Thompson, the architect, 293 Independence Blvd, Virginia Beach, Ste., #308.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Winn and Fraim.

No: Whibley.

R-3 Letter from the City Manager and an Ordinance entitled, "An Ordinance granting an exemption from real estate taxes for real property to **St. Thomas A.M.E. Zion Church** retroactive to July 1, 2013," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

No: None.

R-4 Letter from the City Manager and an Ordinance entitled, "An Ordinance to amend and reordain Subsection (f) of Sections 24-160, Section 25-219, Section 42-34, and Subsection (a) of Section 42-35 of the <u>Code of the City of Norfolk</u>, 1979, **SO AS TO** replace the words Sunday School, Church and Churches with the words Religious Education, Religious Institution and Religious Institutions and **SO AS TO** correct the typographical error in Section 42-34 by replacing the word show with the word snow," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

No: None.

R-5 Letter from the City Manager and an Ordinance entitled, "An Ordinance to amend and reordain Sections 25-646 and 25-654 of the <u>Norfolk City Code</u>, 1979 **SO AS TO** add seven new speed limits and one new stop intersection," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

R-6

Letter from the City Manager and an Ordinance entitled, "An Ordinance to amend and reordain Sections 25-652 and 25-654 of the <u>Norfolk City Code</u>, 1979, **SO AS TO** add one new one-way street and five new stop intersections," was introduced in writing and read by its title.

Chris Depalma, 314 Burleigh Avenue, spoke about the wrong map being attached, specifically Colonial Avenue, where the sign already exists

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

No: None.

R-7

Letter from the City Manager and an Ordinance entitled, "An Ordinance accepting a 2015 **State Homeland Security Program Grant Award** of \$71,370.00 from the Virginia Department of Emergency Management (VDEM) for the City of Norfolk Office of Emergency Management for Community Sheltering Enhancement equipment," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

R-8

Letter from the City Manager and a Resolution entitled, "A Resolution to designate the area generally to the east of St. Paul's Boulevard, to the south of East Bute Street, to the west of Fenchurch Street, and to the north of Mariner Street in the City of Norfolk as the Greater St. Paul's Revitalization area," was introduced in writing and read by its title.

Reverend John Burton, Pastor, St. John's A.M.E. Church, 690 Red Mill Road, asked Council to approve the Resolution, because he believes the designation will support revitalization and that voting for this project should be a priority.

Rodney Jordan, 2506 Myrtle, stated that he was surprised about the project. He had some concerns so he contacted City Planning Department staff, because he knew that this area did not comply with the Low Income Tax Credit, but they did not want to talk about it. He then showed Council a map of demographics, which outlined race, public housing, Project 8 and Section 8 areas.

Shurl Montgomery, 1323 Windsor Point Road, stated that approval of this Resolution will continue to provide for future funding and meet the redevelopment needs of the City. To designate Greater St. Paul's Revitalization Area will help to create healthy, vibrant, mixed income communities and meet the goals of the City for affordable housing.

James Watson, 703 East Virginia Beach Boulevard, spoke in opposition to this matter. He stated that he sent Council correspondence outlining his reasons why he opposed this project. He noted that as a representative of the stakeholders, notifying them by an agenda was inadequate. He went on to say that he supported some of what Mr. Jordan said, that the project started as a massive revitalization project and at some point it begin to downsize. The stakeholders need to know what happened and why.

Thomas Johnson, 440 Monticello Avenue, was present to answer questions.

ACTION: The Resolution as introduced was **adopted**, effective February 23, 2016.

Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley and Fraim.

No: None.

Abstained: Winn.

Mr. Winn stated that he is President of Winn Nurseries which contracts with Nusbaum Realty, a developer in this area.

R-9

Letter from the City Attorney and an Ordinance entitled, "An Ordinance directing the City Treasurer to issue a refund to Miller Oil Co., Inc., in the amount of \$624,684.00, plus interest, based upon the overpayment of its Business Professional and Occupational License Tax for the years 2012 through 2015," was introduced in writing and read by its title.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

No: None.

R-10

Letter from the City Manager and an Ordinance entitled, "An Ordinance amending and reordaining the **Fiscal Year 2016 Compensation Plan** (Ordinance No. 45,954) to add one new section authorizing a bonus for certain employees," was introduced in writing and read by its title.

Ellis James, 2021 Kenlake Place, stated that this Ordinance is not addressing the retirees and employees, but asked if it includes the police department.

Jane Bethel, 1142 Little Bay Avenue, stated that it was not fair to single out specific groups, that everyone should be included in the increase, whether it be a bonus or a raise.

ACTION: The Ordinance as introduced was **adopted**, effective February 23, 2016.

Yes: Graves, Johnson, Protogyrou, Riddick, Smigiel, Whibley, Winn and Fraim.

NEW BUSINESS

- 1. Tom Luckman, 3192 Gallahad Drive, Virginia Beach, spoke to Council in regards to those who are participating in the City's Retirement System, stating that retirees are losing purchasing power. He shared statistical data from five other municipalities on what they are doing for their retirees and said that a Cost of Living Adjustment should be automatic.
- 2. James Powell, 1043 Avenue G, a retired police sergeant, stated that it had been a long time since he has received a COLA.
- 3. Anne Vanhook, 127 Orleans Circle, a volunteer at the Norfolk Care Adoption Center, spoke to Council about what the center needs in order to maintain staff and recruit staff, and what needs to happen to keep a healthy environment for the care of animals.
- 4. Eugene Mazurek, 4100 Colonial Avenue, spoke about the JEB Stewart School, stating that the building has not be cared for and that it is in disrepair. He also wanted to know how many apartments are being put on the property.
- 5. Jane Bethel, 1142 Little Bay, spoke about retirees receiving a COLA, stating that Norfolk should not want to be on the bottom, when it comes to doing the right thing for employees and retirees.